

Drug and Alcohol Testing

It is Pats Peak's goal to establish and maintain a safe and healthy work environment that is free from the effects of alcohol and illegal drugs. Employees who work while under the influence of illegal drugs or alcohol present a safety hazard to themselves, their co-workers and the public and will not be tolerated. Moreover, the presence of illegal drugs and alcohol in the workplace limits our ability to perform at the highest levels and provide our guests with quality service.

The following activities constitute serious violations of Company policy:

- The unlawful manufacture, production, transportation, or growth of a controlled substance.
- The possession, use, or being under the influence of alcohol or illegal substances at work, while operating Pats Peak vehicles or while wearing a company uniform. Under the influence includes having detectable level of alcohol or illegal substance in your system.
- The sale or furnishing of illegal substances at any time, on or off the job.
- Engaging in disorderly conduct under the influence of alcohol or illegal substances in and around the property or while wearing a Pats Peak uniform.
- Furnishing of alcohol to minors, on or off the job.

Pats Peak further prohibits the consumption or use of alcohol or drugs off Pats Peak property during non-working hours where such use might impair the employee's work performance, effect the safety and welfare of other employees on the job or Pats Peak customers or guests.

Testing of the employees for drug and/or alcohol use may be conducted under any of the following circumstances:

- When required by Federal or state law or applicable rule or regulation of any Federal or state Agency. For example, Department of Transportation (DOT) regulations may require pre-employment testing to operate or work on a shuttle bus.
- When the Pats Peak Management has reasonable suspicion that an employee is under the influence of drugs or alcohol, has violated any of the policy statements and rules set out above, has an on-the-job injury or causes another employee to sustain an injury or has caused a work-related accident, including an on-mountain collision with a guest or employee; or, has operated Company machinery, equipment, or a vehicle involved in an accident.

A positive test may also have an adverse impact on any workers; compensation claims filed.

Employees will be paid for the time spent testing and then suspended pending the results of the test. Employees will be paid for the time spent testing and then suspended pending the results of the test, Should the test prove negative the employee will receive back pay for the time that they were suspended. Refusal to submit to a drug/alcohol test under our policy may be grounds for termination.

Pats Peak does not provide any exception to the Drug/Alcohol Policy for the use of medical or any other kind of marijuana. Any detectable level of marijuana in an employee's system may result in disciplinary action up to and including termination.